

**GOVERNMENT OF TELANGANA
ABSTRACT**

HIGHER EDUCATION - Fitment formula for fixation of pay of Lecturers in UGC pay scales of 2006 from State RPS 2015 of Telangana State - Orders - Issued.

HIGHER EDUCATION (CE) DEPARTMENT

G.O.Ms.No. 12

**Dated: 10-02-2021.
Read the following:-**

1. G.O.Ms.No.127, Higher Education (UE.II) Dept., Dated: 30.8.2000.
2. G.O.Ms.No.124, Higher Education (CE.I) Dept., Dated: 22.7.2008.
3. G.O.Ms.No.14, Higher Education (UE) Dept., Dated: 20.2.2010.
4. G.O.Ms.No.1, Higher Education (CE.I) Dept., Dated: 08.01.2015.
5. Representation dated: 11.04.2017 received from the General Secretary, Telangana Govt. College Gazetted Teachers' Association, Hyderabad.
6. Government Memo No. 1125/CE/A1/2017, Dated: 20.2.2018.
7. Commissioner of Collegiate Education, Telangana State, Hyderabad Lr.Rc.No. 191/UGC-PF/2016, dated: 15.05.2018.
8. Telangana State Council of Higher Education, letter No. TSCHE/UMS-674/CCE-Fitment formula/Committee/18, Dated: 15.10.2018.
9. Commissioner of Collegiate Education, Telangana State, Hyderabad, Lr. No. CCE-RPS/FIT/10/2019-CCE, Dated: 22.03.2019.

ORDER:

In the reference 5th read above, the General Secretary, Telangana Government College Gazetted Teachers' Association, Hyderabad, has requested to extend the UGC Pay Scales 2006 to the Lecturers/Librarians/Physical Directors who were promoted from Junior Lecturers/Librarians/Physical Directors cadres possessing NET / SLET / Ph.D. as per UGC Norms and are drawing State Pay Scales of 2015, by evolving a new fitment formula for conversion of their State Pay Scales of 2015 to the UGC Pay Scales 2006.

2. The Commissioner of Collegiate Education, Telangana, Hyderabad in his letter 7th read above has stated that, Government in the reference 3rd read above have implemented the revised UGC Pay Scales, 2006 to the teachers working in Government / Aided Degree Colleges w.e.f. 01-01-2006. NET / SLET / Ph.D as eligibility criteria for UGC Scales. If the Lecturers, who were appointed by promotion from the cadre of Junior Lecturers and possess requisite qualification as per rules are eligible to draw UGC Scales. Hence, a formula is to be adopted to convert from State RPS 2015 to UGC Scales of 2006. Government have implemented the State Pay Scales 2015 to all the Employees of State Government w.e.f. 1.7.2013 and w.m.b 02/06.2014 respectively. Hence, a fitment formula is necessary for fixation of pay of the Teachers, who are eligible for UGC Scales as per rules from State Scales of 2015 to the UGC Scales 2006.

3. The Commissioner of Collegiate Education has further stated that, earlier Government in the reference 1st and 2nd read above have ordered a fitment formula for fixation of pay of Lecturers drawing State Pay Scales 1999 and 2005 to UGC Pay Scales 1996 to the Lecturers, who are eligible to draw UGC Pay Scales, 1996. Further the Government vide reference 4th read above ordered a fitment formula for fixation of pay of Lecturers drawing State Pay Scales 2005/2010 to UGC Pay Scales 2006 to the Lecturers, who are eligible to draw UGC Pay Scales.

4. The Commissioner of Collegiate Education has therefore proposed following formulae for conversion of State Pay Scales 2015 to UGC Pay Scales 2006 to the lecturers who were promoted from Junior Colleges.

Fitment Formula

"From the basic pay being drawn in the State RPS 2015 as on the date of promotion after fixation as per the F.R 22 (a) (i) and F.R 22 (b) as applicable, merged elements D.A 63.344%, Fitment 43% should be arrived first and the same amount shall be deducted from the basic pay in the state RPS 2015. This arrived amount shall be taken as 2010 State RPS basic pay, be converted to UGC Pay Scales 2006 as per the G.O.Ms.No.01, dated 08.01.2015, i.e. the D.A difference 28.26% of basic pay as on 01.07.2008 should be arrived first (DA element merged as on 01.07.2008 i.e., 42.39% of basic pay – DA allowed as on 1.1.2006 i.e., 14.13% of basic pay) and shall be deducted from the basic pay of State RPS 2010 arrived above, balance of the thus arrived shall be taken for the purpose of fixation in UGC Pay Scales 2006. The pay shall be fixed in the Pay Band of Rs 15600-39100+6000 AGP at the stage above the grade pay in the Pay Band+ AGP".

5. The Commissioner of Collegiate Education, Telangana State, Hyderabad has furnished the illustrations of Fitment Formula in respect of the Lecturers /PD/Librarians, promoted / recruited from 2015 state RPS to UGC 2006, and requested the Govt. to confirm and issue orders for the fitment formula in respect of those who are promoted as Lecturers/Librarians/Physical Directors in Government Degree Colleges drawing state RPS 2015 to UGC 2006 and are eligible to draw UGC Scales as per rules in the revised UGC Pay Scales of 2006.

6. The Government after careful examination hereby confirm the fitment formula mentioned under para 4 above for fixation of pay of Lecturers working in Government Degree Colleges in UGC pay scales of 2006 from State RPS 2015 and who have opted for UGC Scales on promotion from the category of Junior Lecturer irrespective of their date of promotion, whether before or after 01.01.2016.

7. Certain illustrations on pay fixation formula in respect of the lecturers/PD/Librarians promoted / recruited from 2015 State RPS to UGC 2006, are enclosed herewith.

8. The Commissioner of Collegiate Education, Telangana State, Hyderabad shall take necessary action accordingly.

9. This order has been issued with the concurrence of Finance (HRM.IV) Department, vide their U.O.No. 10010/198/A1/HRM.IV/2019, dated: 18.02.2019.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

**CHITRA RAMCHANDRAN
SPECIAL CHIEF SECRETARY TO GOVERNMENT**

To
The Commissioner of Collegiate Education, Telangana State, Hyderabad.
The Secretary, Telangana State Council of Higher Education, Hyderabad.
Copy to:
The Finance (HRM.IV) Dept.
The P.S. to Hon'ble Minister for Education.
The P.S. to Special Chief Secretary, Education Department.
SF/SC.

//FORWARDED::BY ORDER//

SECTION OFFICER

ILLUSTRATION I
Fitment formulae in respect of Lecturers/PD/Librarians promoted/recruited
from 2015 State RPS to UGC 2006

1	Date of Promotion as DL With Scale of 37100 – 91450 in the Junior Lecturer Cadre	26-06-2015
2	Pay as on the Promotion Date in JL cadre (in 37100-91450 scale of 2015 RPS)	52590
3	As per FR 22(B) (straightaway option on promotion date)	52590 + 1360 + 1460
4	Pay after promotion fixation in Lecturer cadre	55410
5	Pay after Deduction of merged DA(63.344%) and Fitment(43%) in RPS 2015 (Payx100/206.344)	26853
6	Pay in RPS 2010 in Scale of 18030-43630 in JL cadre	27000
7	Pay as on 1-7-2008 in State Scales RPS 2005 (9285 – 21550)	10565
8	D.A. element merged in State RPS 2010 as on 01-07-2008 (42.39%) on 01-07-2008 pay	4479
9	D.A. element allowed in State RPS as on 01-01-2006 (14.130%) on 01-07-2008 pay	1493
10	D.A. element arrived (Col no.8-9)	2985
11	Pay after deducting D.A. element (Col no.6-10)	24014
12	Stage in the UGC scale of 2006 in the pay band of 15600- 39100+6000 AGP, w.e.f. the date of promotion	24090
13	Pay after conversion in to UGC scales 2006	(24090+6000) 30090
14	Date of Next Increment	1 st July 2016

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ILLUSTRATION II
Fitment formulae in respect of Lecturers/PD/Librarians promoted/recruited
from 2015 State RPS to UGC 2006
(Increment Date option under FR 22B)

1	Date of Promotion as DL With Scale of 37100 – 91450 in the Junior Lecturer Cadre	01-08-2016
2	Pay as on the Promotion Date in JL cadre (in 37100-91450 scale of 2015 RPS)	53950
3	As per FR 22(a)(i) on the date of promotion(Pay on Promotion date + One Increment)	53950+1460 = 55410
4	As per FR 22(B) on the date of Increment (01-09-2016) in lower cadre (Pay at column No. 3 + Two Increments).	55410+1460+1 460 = 58330
5	Pay after promotion fixation in Lecturer cadre on the date of increment date in lower cadre	58330
6	Pay after Deduction of merged DA(63.344%) and Fitment(43%) in RPS 2015 (Payx100/206.344)	28268
7	Pay in RPS 2010 in Scale of 18030-43630 in JL cadre	28450
8	Pay as on 1-7-2008 in State Scales RPS 2005 (9285 – 21550)	10565
9	D.A. element merged in State RPS 2010 as on 01-07-2008 (42.39%) on 01-07-2008 pay	4479
10	D.A. element allowed in State RPS as on 01-01-2006 (14.130%) on 01-07-2008 pay	1493
11	D.A. element arrived (Col no.9-10)	2986
12	Pay after deducting D.A. element (Col no.7-11)	25464
13	Stage in the UGC scale of 2006 in the pay band of 15600- 39100+6000 AGP, w.e.f. the date of increment	25630
14	Pay after conversion into UGC scales 2006	(25630+6000) 31630
15	Date of Next Increment	1 st July 2017

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ILLUSTRATION III
Fitment formulae in respect of Lecturers/PD/Librarians promoted/recruited
from 2015 State RPS to UGC 2006

1	Date of Promotion as DL With Scale of 37100 – 91450 in the Junior Lecturer Cadre	31-07-2016
2	Pay as on the Promotion Date in JL cadre (in 37100-91450 scale of 2015 RPS)	55410
3	As per FR 22(B) (straightaway option on promotion date)	55410+1460+1 460= 58330
4	Pay after promotion fixation in Lecturer cadre	58330
5	Pay after Deduction of merged DA(63.344%) and Fitment(43%) in RPS 2015 (Payx100/206.344)	28268
6	Pay in RPS 2010 in Scale of 18030-43630 in JL cadre	28450
7	Pay as on 1-7-2008 in State Scales RPS 2005 (9285 – 21550)	10565
8	D.A. element merged in State RPS 2010 as on 01-07-2008 (42.39%) on 01-07-2008 pay	4479
9	D.A. element allowed in State RPS as on 01-01-2006 (14.130%) on 01-07-2008 pay	1493
10	D.A. element arrived (Col no.8-9)	2986
11	Pay after deducting D.A. element (Col no.6-10)	25464
12	Stage in the UGC scale of 2006 in the pay band of 15600- 39100+6000 AGP, w.e.f. the date of promotion	25630
13	Pay after conversion in to UGC scales 2006	(25630+6000) 31630
14	Date of Next Increment	1 st July 2017

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ILLUSTRATION IV
Fitment formulae in respect of Lecturers/PD/Librarians promoted/recruited
from 2015 State RPS to UGC 2006(Increment Date option under FR 22B)

1	Date of Promotion as DL With Scale of 37100 – 91450 in the Junior Lecturer Cadre	31-07-2016
2	Pay as on the Promotion Date in JL cadre (in 37100-91450 scale of 2015 RPS)	55410
3	As per FR 22(a)(i) on the date of promotion (Pay on Promotion date + One Increment)	55410+1460 = 56870
4	As per FR 22(B) on the date of Increment (01-08-2016) in lower cadre (Pay at column No. 3 + Two Increments).	56870+1460+1 560 = 59890
5	Pay after promotion fixation in Lecturer cadre on the date of increment date in lower cadre	59890
6	Pay after Deduction of merged DA(63.344%) and Fitment(43%) in RPS 2015 (Payx100/206.344)	29024
7	Pay in RPS 2010 in Scale of 18030-43630 in JL cadre	29200
8	Pay as on 1-7-2008 in State Scales RPS 2005 (9285 – 21550)	10565
9	D.A. element merged in State RPS 2010 as on 01-07-2008 (42.39%) on 01-07-2008 pay	4479
10	D.A. element allowed in State RPS as on 01-01-2006 (14.130%) on 01-07-2008 pay	1493
11	D.A. element arrived (Col no.9-10)	2986
12	Pay after deducting D.A. element (Col no.7-11)	26214
13	Stage in the UGC scale of 2006 in the pay band of 15600-39100+6000 AGP, w.e.f. the date of increment	26650
14	Pay after conversion into UGC scales 2006	(26650+6000) 32650
15	Date of Next Increment	1 st July 2017

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